

Mental Health 101

Just like physical health, we all have mental health. It is made up of our emotional, psychological, and social well-being. It impacts how we think, feel, and behave—including how we interact with other people, make choices, and handle challenges at work and at home.

And, just like with our physical health, we will all have periods of time when we're feeling mentally healthy and other times when we're struggling with our mental well-being. It's part of being human.

Think about mental health along a continuum from thriving to being in crisis.

THRIVING	HEALTHY	UNSETTLED	DISTRESSED	IN CRISIS
Flourishing: <ul style="list-style-type: none">· Feel effective· Strong sense of meaning and purpose	Feel: <ul style="list-style-type: none">· Emotionally well· Cognitively well	Unwanted or concerning shifts in: <ul style="list-style-type: none">· Emotions· Thoughts· Behaviors	Moving from mild to moderate difficulties with mental health: <ul style="list-style-type: none">· Normal coping tools may no longer work	Emotions, thoughts, behaviors lead to: <ul style="list-style-type: none">· Significant distress· Difficulty functioning in a healthy way

If you are in crisis, reach out for support from a mental health professional (e.g., call 988 or the Lyra 24/7 Care Navigator Line 877-505-7147)

No matter where you are on the continuum of mental health, there are things you can do to support your well-being.

Thankfully, just like with your physical health, you can take steps to maintain or improve your mental health. Here are just a few examples of ways you can support your mental health. Select those you might want to try:

Mindfulness.

Mindfulness is awareness and acceptance of your thoughts, feelings, physical sensations, and environment in the present moment. With practice, mindfulness can sharpen your ability to focus, help you cope with difficult emotions when you're distressed, and help you appreciate positive moments when you're feeling good.

Gratitude.

Regularly recognizing and acknowledging the things we're grateful for—even the really small ones—can help us have a more positive outlook, better sleep, improved physical health, and stronger relationships.

Self-care.

Make time to support your basic physical and mental health needs—things like getting enough sleep, eating regular meals, maintaining social support, reserving time for pleasurable activities, taking breaks, and setting healthy boundaries.

Checking your thinking.

This doesn't mean only thinking happy thoughts. It means pausing and considering if your thoughts are balanced, reflecting your full reality, and helping you feel motivated and empowered to support your well-being.

Behavioral activation.

Intentionally build activities into your schedule that are pleasurable and meaningful. This ensures you regularly have experiences that support your well-being and positively impact your mood.

Want help learning these tools and making them work for you?

No matter where you are on the mental health continuum, a mental health professional can help you build new skills tailored to your individual needs and goals.

Please use this space to write down notes during the skill practice portion of your workshop:

Wait...if we all have mental health...why don't we talk about it?

Some of us may be reluctant to talk about or seek support for our mental health because of stigma. Stigma is the negative beliefs and attitudes that we and others have about what it means to struggle with your mental health, including what it means to be diagnosed with a mental health disorder or seek treatment.

But, there is good news—we can work together to decrease stigma and we can start where many of us spend the majority of our waking hours—at work! Together, we can create work environments where we feel comfortable sharing when we are struggling with our mental health and feel empowered to seek the support we need.

Tackling mental health stigma at work.

You can help reduce stigma at work by doing two things:

1

Continuing to learn about mental health

2

Staying mindful of your beliefs and behaviors

To be mindful of your beliefs:

Reflect on your attitudes and thoughts about mental health. Keep an eye on the messages you are exposed to that reinforce stigmatized beliefs about mental health. Consider where your ideas don't line up with research or people's lived experience. Recall these facts about mental health:

- Mental health is an important part of a person's overall health and well-being.
- 1 in 5 of us will meet criteria for a mental health condition—like anxiety, depression, or a substance use disorder—every year.
- Mental health professionals provide confidential, objective care and tailor treatment to your needs.
- Mental health conditions are medical illnesses.
- Just like physical health conditions, mental health conditions can range from mild to moderate or severe.
- People with mental health conditions are active members of their communities; they can live healthy, fulfilling, and productive lives at work and at home.
- With support and treatment, most individuals with mental health conditions recover. Recovery may mean no longer having symptoms or it may mean learning how to manage ongoing symptoms in a way that allows you to live a healthy and fulfilling life.

To be mindful of your behaviors:

Pay attention to the language you use. Avoid language that can sensationalize mental health or reinforce stigma. Consider the below examples:

Instead of saying...	Try...
A person suffering or struggling with depression	A person living with depression; has a diagnosis of depression
They're anorexic	They're a person diagnosed with anorexia
They're acting psycho/crazy	Their behavior was erratic
They're so OCD	They like things neat and orderly

Treat others with respect and dignity.

Avoid labeling, stereotyping, creating divisions, or discriminating against someone because of a diagnosis they may have. Even some well-intentioned behaviors can fall into this category—like assuming that a task at work is “too much” for someone who is struggling with their mental health without consulting them first.

Challenge myths and stereotypes.

Speak up if you see or hear others failing to treat those living with a mental health condition with respect and dignity. Pass on the facts and positive attitudes you've learned about mental health.

Lyra is here to support you and your teammates when you need it.
Sign up at care.lyrahealth.com.

Mental Health Continuum

THRIVING	HEALTHY	UNSETTLED	DISTRESSED	IN CRISIS
Flourishing. Feeling effective with a strong sense of meaning and purpose.	Feeling emotionally and cognitively well.	Unwanted or concerning shifts (sharp or gradual) in emotions, thoughts, or behaviors.	Moving from mild to more moderate difficulties with your mental health. Your normal coping tools may no longer be working.	Emotions, thoughts, and/or behaviors are causing significant distress and make it incredibly challenging for you to function in your life in a healthy and safe way. If you find yourself in crisis, reach out for support from a mental health professional.
EMOTIONS can include:				
Experiencing normal fluctuations in emotions but able to harness resources available to you, adapt effectively, and sustain your well-being.	Experiencing normal fluctuations in emotions but able to sustain your well-being.	<ul style="list-style-type: none"> · Irritability · Nervousness · Frustration · Sadness · Overwhelm 	Intense and/or persistent emotions such as: <ul style="list-style-type: none"> · Anxiety · Anger · Sadness 	Even stronger, more persistent, prolonged, or overwhelming emotions, such as: <ul style="list-style-type: none"> · Anxiety · Sadness · Anger · Depressed mood
COGNITIVE FUNCTIONING (thoughts and thought process) can include:				
Experiencing normal fluctuations in thoughts but able to harness resources available to you, adapt effectively, and sustain your well-being.	Experiencing normal fluctuations in thoughts but able to sustain your well-being.	<ul style="list-style-type: none"> · Difficult thoughts · Trouble concentrating 	Distressing and/or intrusive thoughts such as: <ul style="list-style-type: none"> · Anxious thoughts · Pessimistic thoughts Difficulty with: <ul style="list-style-type: none"> · Concentrating · Focusing 	Distressing and/or intrusive thoughts such as: <ul style="list-style-type: none"> · Chronic worry · Hopelessness · Panic · Harming self · Pessimism · Harming others · Helplessness Difficulty with: <ul style="list-style-type: none"> · Concentrating · Focusing · Memory
BEHAVIORS can include:				
<ul style="list-style-type: none"> · Functioning at your highest level · Being socially connected and supported 	<ul style="list-style-type: none"> · Functioning well at work and at home · Being socially active 	<ul style="list-style-type: none"> · Reduced motivation · Procrastination · Reduced social activity 	<ul style="list-style-type: none"> · Low motivation · Disengagement at work · Relationship difficulties · Withdrawal from activities · Increased substance use 	Profound impact on behavior and ability to function such as: <ul style="list-style-type: none"> · Excessive substance use · Self-neglect · Intense relationship conflict · Withdrawal from valued activities
PHYSICAL DIFFICULTIES can include:				
		<ul style="list-style-type: none"> · Low energy · Muscle tension 	<ul style="list-style-type: none"> · Trouble sleeping · Muscle tension · Headaches · GI issues · Sexual dysfunction 	<ul style="list-style-type: none"> · Sleep disruption · Constant fatigue · Muscle tension · GI issues · Sexual dysfunction